

# DIRECTOR OF COMMUNITY HEALTH



## UNIQUE OPPORTUNITY

This is an opportunity to take a key leadership position with one of the nation's largest local health districts, and live in a dynamic, family-oriented community where housing, recreation, and entertainment options are plentiful, and residents pay no state income tax.



## THE SOUTHERN NEVADA HEALTH DISTRICT

The Southern Nevada Health District is one of the largest local public health organizations in the United States. The District serves a population of over 1.8 million residents in Clark County and the surrounding region, which represents 70% of Nevada's total population. Additionally, the District is charged with safeguarding the public health of more than 38 million visitors to Las Vegas and surrounding region each year. In recent years, the role of public health has expanded to include oversight and participation in areas such as bioterrorism and disaster and emergency preparedness.

The Southern Nevada Health District began operations in 1962 as the Clark County Health District, following statutory authorization from the Nevada State Legislature to consolidate the county health department and the health departments of several surrounding cities. At the time of its inception, the District employed approximately 30 employees, including four sanitarians that inspected some 800 eating and drinking establishments. Today, the District provides services through more than 500 talented employees. Individuals with college degrees fill approximately 80% of the District's positions.

The District is governed by a 13 member Board of Health composed of representatives from the Clark County Board of Commissioners and incorporated cities within the County, plus at-large members elected by the Board members which include two licensed physicians, a nurse, an environmental health professional, and a representative from a business or industry that is subject to regulation by the Health District. The Board appoints a Chief Health Officer to oversee District services.

The District operates with a \$60 million FY06-07 budget and is funded roughly one-third from federal grants, one-third from fees, and one-third from local taxes. Exclusive of the special purpose tobacco settlement grant programs and the tire tax reserved for solid waste, the state's general fund contribution to the District's public health services is less than 1% of the District's budget.

The District is organized into four divisions, each led by a Director reporting to the Chief Health Officer:

### Community Health

Community Health includes the following programs: Emergency Medical Services (EMS); Epidemiology (disease surveillance and control); Chronic Disease Prevention and Health Promotion; and Public Health Preparedness. The division, in collaboration with the University of Nevada, Reno, also jointly operates the Southern Nevada Public Health Laboratory (SNPHL), a state of the art, multi-million dollar, Level B public health facility opened in 2004. The division's

mission is to monitor and improve community health status; assure readiness and response to public health emergencies and promote healthy behaviors.

### Environmental Health

Environmental Health oversees plan review and inspection programs involving food and beverage establishments, public accommodations, subdivisions, child care facilities, tattoo and body piercing facilities, swimming pools, public water systems, septic and underground storage tanks, and solid waste facilities. The division conducts more than 70,000 inspections of permitted facilities a year.

### Clinic and Nursing Services

Clinic and Nursing Services provides more than 600,000 public health related clinical services each year. Services include administering approximately 300,000 childhood and adult immunizations each year, as well as providing comprehensive public health treatment and control services for sexually transmitted disease, tuberculosis treatment and control, well-baby checkups, and HIV/AIDS case management.

### Administrative Services

The operations of Health Cards, Vital Records, and Public Information fall under the umbrella of the Administration Division. Support services are provided by Human Resources, Information Technology, Facilities, and Finance sections.

The District's executive team, which oversees strategic direction for the delivery of District services under the policy umbrella set by the Board of Health, consists of the Chief Health Officer, the four division directors, Legal Counsel, the Human Resources Administrator, and the Public Information Manager. District headquarters are located in Las Vegas at the Ravenholt Public Health Complex. The District also operates five other health and community outreach centers throughout the region, as well as several satellite clinics that provide immunizations and child health examinations.

## THE COMMUNITY

Meaning "the meadows," Las Vegas, Nevada is surrounded by mountains and desert, providing spectacular scenery and a warm climate. The Southern Nevada area has many progressive communities with strong financial bases and one of the lowest tax environments in the United States. Clark County has been ranked by *Forbes* magazine as one of the top three "Best Places for Business and Careers" while the cities of Las Vegas and Henderson have been dubbed "Most Livable Big City In America." Tree-lined streets, creative parks, and abundant pedestrian/bicycle trails contribute to a great quality of life and make residential living in the area comfortable and pleasant in a variety of affordably priced neighborhoods.

## SOUTHERN NEVADA HEALTH DISTRICT MISSION STATEMENT

*To protect and promote the health,  
environment and well-being of Southern  
Nevada residents and visitors.*



Southern Nevada remains one of the fastest growing regions in the United States. The region embraces this growth responsibly and strives to provide open, accessible government, and high quality services to its residents. As a result of expansion, Southern Nevada has become a diverse community, both culturally and ethnically. Congregations of 63 faiths and over 500 places of worship are found in the area. The Clark County School District (CCSD) provides public education for students in kindergarten through grade 12 in the Las Vegas Metropolitan Area and all of Clark County. The CCSD continues to keep pace with the area's rapid growth with one of the nation's largest school construction and modernization programs, and offers a wide range of programs to meet the broad spectrum of students' educational needs. Institutions of higher learning in the region include the University of Nevada-Las Vegas (UNLV), the University of Nevada Medical School, Southern Nevada College, Nevada State College, and the Desert Research Institute.

Southern Nevada residents have ready access to a variety of nearby recreational offerings, from water sports at Hoover Dam/Lake Mead and the Colorado River, to skiing, hiking, and camping in the Red Rock Canyon, Valley of Fire, and at Mt. Charleston. California beaches and coastal communities are a four to five hour drive from Las Vegas, as is the Grand Canyon. Locals enjoy excellent golfing facilities and competitive sports. For those preferring the arts and cultural activities, residents enjoy concerts, theatre, and related events sponsored by the University of Nevada-Las Vegas Performing Arts Center, the Nevada Symphony, and other entities.

Entertainment and gaming are a large part of the history and economy of Southern Nevada. Tourism brings an annual economic impact of more than \$36 billion to the region. Although still preeminent, the entertainment and gaming industries and destination resorts share the stage with cultural, social, educational, and community amenities of this very unique, modern American community. The metro area has much to offer, and the emphasis on quality of life, citizen services, and well-managed growth all point to very attractive living and working environments.

## DIRECTOR OF COMMUNITY HEALTH

Appointed by the Chief Health Officer, the Director of Community Health is responsible for the planning, coordination, and operation of the Community Health division and its 70 employees.

Related to this responsibility, key duties for the Director include:

- Working collaboratively with other District divisions on mutually responsible issues and services

- Representing the division with outside agencies and officials in coordinating programs, and negotiating solutions to sensitive and controversial issues
- Budget and grant development, support, and administration
- Providing staff assistance, reports, and advice to the Chief Health Officer and the Board of Health; attending Board meetings regularly
- Serving as an effective spokesperson for the division and the District with the media as necessary
- Responding to and resolving difficult/sensitive citizen inquiries and complaints
- Selecting, training, developing, motivating, and evaluating division personnel

The Director's immediate staff includes a Chronic Disease Prevention and Health Promotion Manager, Epidemiology Manager, Emergency Medical Services Manager, Public Health Preparedness Manager, and the SNPHL Manager.

## CURRENT ISSUES AND PRIORITIES

Key issues and priorities facing the District and Community Health include:

**Chronic Disease Control** – A primary focus for the Community Health division is to maintain and enhance the District's comprehensive chronic disease control and prevention program. This will be an on-going effort for the Director.

**Public Health Preparedness** – In response to federal mandates, the District formed the Office of Public Health Preparedness (OPHP) within Community Health. OPHP coordinates efforts to upgrade preparedness for, and response to, infectious disease outbreaks, bioterrorism, and other public health threats and emergencies. Maintaining emphasis on related training and coordination for OPHP will be an important focus for the Director.

**Population Growth/Strategic Planning** – By 2012 or sooner, Southern Nevada will be a community of two million people. Providing adequate staffing and facilities to support District services to this diverse and ever-increasing population will be a major challenge for all District divisions. The District is currently engaged in a related strategic and business planning process which will result in the development of division level operational plans later this year. The Director will participate in the formation and implementation of Community Health's operational plan.

## THE IDEAL CANDIDATE

The ideal candidate will be an experienced public health physician manager with extensive knowledge of, and experience with, programs for communicable disease, health promotion, chronic disease control and prevention, and public health preparedness. The successful candidate will have demonstrated leadership and management skills, including excellent communication and team building skills, and the ability to work collaboratively with a multidisciplinary staff, community partners, and interact effectively with media representatives.

### Education and Experience:

At least five (5) years of experience with progressively greater management responsibilities in communicable disease, chronic disease, or related public health programs and a medical degree





from an accredited school of medicine or osteopathy is required. The ability to obtain appropriate Nevada licensure within 6-12 months of appointment, along with possession of a certificate by an American Specialty Board with preference for a preventive medicine specialty, is also required. A Master's degree of Public Health is desirable and can be substituted for one year of experience.

#### **Leadership Skills and Management Style:**

The successful candidate will:

- Be of the highest integrity
- Be an energetic self-starter
- Be collaborative and effective in working as a part of a team
- Demonstrate strategic and mission-driven planning
- Demonstrate data-driven decision making
- Be collaborative, inside and outside the District
- Have a participative management style
- Demonstrate a commitment to developing and empowering staff
- Have a commitment to quality, efficiency, and performance accountability
- Be able to stay current on a full range of health issues
- Be influential in representing the District in legislative matters

For additional information, see the Southern Nevada Health District website at [www.southernnevadahealthdistrict.org](http://www.southernnevadahealthdistrict.org).

## **COMPENSATION AND BENEFITS**

An annual salary of **\$133,625 - \$185,390** (effective July 2007) is available depending on the qualifications of the successful candidate. The District also offers an attractive benefit program, which includes:

#### **Retirement**

- Enrollment in Public Employees' Retirement System of Nevada. The District pays all retirement contributions, excluding Medicare
- Employees are vested in the System after five years
- The District does not participate in Social Security

#### **Health, Dental, Long Term Disability, and Life Insurance**

- Choice of plans available through Public Employees Benefits Program
- District pays 100% of employee's premium and 50% of dependent care premium

#### **Vehicle Allowance**

- Directors receive \$400 monthly allowance

#### **Paid Leave**

- 12 holidays per year, plus generous vacation and sick leave benefits

#### **Additional Benefits**

- Life insurance
- Deferred Compensation Plan available

## **APPLICATION AND SELECTION PROCEDURE**

**The final filing date for this recruitment is Friday, July 27, 2007.**

To be considered for this excellent career opportunity, please submit resume (reflecting scope of responsibilities, as well as specific month and year of beginning & ending dates for each position held), and a cover letter including three work-related references, and current salary to:



Kris Kristensen, Christine Iams or Matt Gruver  
CPS Executive Search  
241 Lathrop Way  
Sacramento, California 95815  
Tel: 916-263-1401  
Fax: 916-561-7205  
E-mail: [resumes@cps.ca.gov](mailto:resumes@cps.ca.gov)  
Website: [www.cps.ca.gov/search](http://www.cps.ca.gov/search)

Following the final filing date, resumes will be screened in relation to the criteria outlined in this brochure. Candidates deemed to have the most relevant qualifications for the position will be invited to participate in a screening interview with the consultants in early August. The results of the recruitment and screening process will be reported to District officials, who will determine which candidates will be invited to participate in the District's selection process scheduled in late August or early September. An offer of appointment is anticipated in September 2007, following reference and background checks, physical exam, and final interview.

